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**The Impact of Core-Competencies of Women Leadership on
Institutional Performance: Case study on the Jordanian Women Police
Department**

**Mohammad A ALmahasneh
Omar Maddallah Al –Khresheh**

Abstract

This study aimed to analyze the impact of competencies essential for women's leadership in corporate performance. In order to achieve the objectives of the study, a questionnaire was developed for data collection. 230 questionnaires were distributed to the sample of study. A total of 198 useable questionnaires were collected. This yielded a response rate of 86%. The study revealed a number of results, the most notable of these are:

- 1- The availability level of core competencies of women leadership as a whole and in its dimensions were at medium level.
- 2- The level of institutional performance as a whole and in all dimensions came medium and the results of the study showed a strong effect to the dimensions of core competencies for the next Women's Leadership (initiative, and speed of performance, and Emotional Intelligence)
- 3- There is an important effect that has a statistical significance for the respondents' visualizations with regard to the following dimensions of core competencies of women's leadership (innovation, empowerment, and strategic vision) with regard to the dependent variable of (corporate performance).
- 4- The results of study revealed that there is no difference in the perceptions of respondents toward core competences of women leadership due to demographic variables.

The study also recommended the need to empower women leadership in the Jordanian Women's Police Department and to make it one of the effective strategies to qualify them for the work of the leadership.

Keywords: competencies - core - women leadership – corporate Performance

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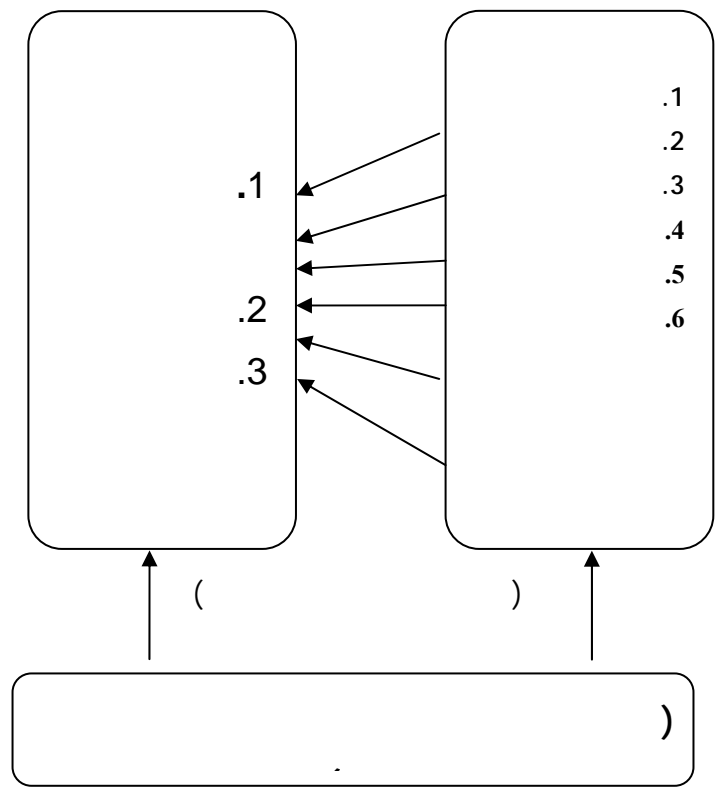
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The Role of Leadership " (Das , et.al, 2011)
Competencies For Implementing TQM: An Empirical Study In Thai
: " Manufacturing Industry

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Developing a " (Al Ansari & Al Khadher, 2011)
Leadership Competency Model for Library and Information Professionals in
"Kuwait Library

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"Exploring the link between : (Jiming,2009)
"knowledge management performance and firm performance"

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" (Vointece, 2008)
An Organization's Culture Influences Learning Embedded in "
Organizational Performance.
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Measuring the Global Women's Empowerment" (Zahidi 2006)
"Gender Gap.

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A model for Evaluating : (Ana, et. al, 2005)
Organizational Competencies: An Application in the Context of a Quality
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	2	0.88	3.63		5-1
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	1	0.90	3.77		15-11
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	3	0.87	3.62		25-21
	6	0.80	3.36		30-26
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.639	.470	.041	.081	.038	
.001	3.478	.264	.067	.234	
.649	-.456	-.042	.080	-.037	
.003	2.992	.237	.071	.214	
.000	4.258	.338	.078	.334	

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T	T	B	R ²	
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0.72	84	3.50	30	
0.74	91	3.58	40	30
0.90	23	3.62	50	- 40
0.78	198	3.55		
0.87	2	3.42		
0.78	12	3.49		
0.90	44	3.48		
0.73	140	3.59		
0.78	198	3.55		

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0.74	126	3.47	10	
0.62	30	3.59	15 10	
0.73	29	3.96	20 -15	
0.89	13	3.39	20	
0.78	198	3.55		
0.67	54	3.65		
0.79	45	3.48		
0.84	93	3.50		
0.50	6	3.98		
0.78	198	3.55		
0.79	69	3.42		
0.76	126	3.64		
0.88	3	2.95		
0.78	198	3.55		

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F	F					
0.224	0.323	0.196	2	0.393		
		0.608	195	118.522		
			197	118.915		
0.042	0.277	0.169	3	0.507		
		0.610	194	118.407		
			197	118.915		

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F	F					
0.018	3.429	1.996	3	5.989		
		0.582	194	112.926		
			197	118.915		
0.327	1.157	0.697	3	2.091		
		0.602	194	116.824		
			197	118.915		
0.070	2.696	1.600	2	3.200		
		0.593	195	115.715		
			197	118.915		

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0.75	84	3.46	30	
0.77	91	3.44	40	- 30
0.89	23	3.42	50	- 40
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0.89	2	3.42		
0.87	12	3.30		
0.81	44	3.34		
0.76	140	3.50		
0.79	198	3.45		

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0.78	126	3.42	10	
0.63	30	3.42	15	10
0.83	29	3.68	20	-15
0.92	13	3.33	20	
0.79	198	3.45		
0.62	54	3.50		
0.79	45	3.38		
0.89	93	3.42		
0.51	6	4.01		
0.79	198	3.45		
0.81	69	3.42		
0.77	126	3.49		
0.92	3	2.67		
0.79	198	3.45		

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F	F					
0.971	.030	0.019	2	.038		
		0.638	195	124.388		
			197	124.426		
0.605	0.617	0.392	3	1.176		
		0.635	194	123.250		
			197	124.426		
0.416	0.954	0.603	3	1.808		
		0.632	194	122.618		
			197	124.426		
0.302	1.223	0.770	3	2.310		
		0.629	194	122.116		
			197	124.426		
0.194	1.654	1.038	2	2.076		
		0.627	195	122.350		
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